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Gaza Solid Waste Management Project

Abbreviated Resettlement Action Plan (ARAP)

Waste Pickers in El-Fukhary Landfill

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TABLE OF CONTENT

1. Introduction	4
2. About the Abbreviated Resettlement Action Plan (ARAP)	4
3. ARAP Preparation	5
4. Census Survey and Valuation of Assets	5
5. Description of Compensation and other Resettlement Assistance to be Provided	6
6. Institutional Responsibility for Implementation and Procedures for Grievance Redress	9
7. Grievance	11
8. Arrangements for Monitoring and Implementation	12
9. Proposed Measures for Solid Waste Pickers	13
10. Timetable and Budget	14

List Of Annexes

Annex 1: Waste Pickers Questionnaire

Annex 2: List of Waste Pickers in El-Fukhary Landfill

Annex 3 The full Data Sheets Results of The Waste Pickers Inventory Survey for all GS including transfer stations

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

List of Acronyms

AFD	Agence Française de Développement
ARAP	Abbreviated Resettlement Action Plan
CBO	Community-Based Organization
ESIA	Environmental and Social Impact Assessment
FS	Feasibility Study
GIZ	The Deutsche Gesellschaft für Internationale Zusammenarbeit
GSWMP	Gaza Solid Waste Management Program
JCP	Job Creation Program
JD	Jordanian Dinar
JSC	Joint Service Council
M&E	Monitoring and Evaluation
MDLF	Municipal Development and Lending Fund
MoF	Ministry of Finance
MoLG	Ministry of Local Government
NIS	New Israeli Sheikl
NGO	Non-Governmental Organization
OP	Operational Policy
PAP	Project Affected Persons
PLA	Palestinian Land Authority
PMU	Project Management Unit
PNA	Palestinian National Authority
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
SDO	Social Development Officer
Tdh	Terre des Hommes
ToRs	Terms of Reference
TS	Transfer Stations
SC	Social Committee
UNICEF	United Nations Children's Fund
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
USD	United States Dollars
WB	World Bank

Abbreviated Resettlement Action Plan (ARAP) ***Waste Pickers, El-Fukhary Landfill***

1. Introduction

The Palestinian National Authority (PNA), through the Ministry of Local Government (MoLG) and the Municipal Development and Lending Fund (MDLF), have prepared the Terms of Reference (ToRs) for preparing an independent Environmental and Social Impact Assessment (ESIA), subject of this report, for the Gaza Solid Waste Management Program (GSWMP). The ESIA assignment funded by the Agence Française de Développement (AFD) was announced as a competitive bid in May 2011 and was awarded to the Joint Venture of EcoConServ Environmental Solutions, Egypt, and Universal Group, Palestine.

This report is a core deliverable for the ESIA consultancy service which involves the preparation of an independent ESIA and a Resettlement Action Plan (RAP)/Abbreviated Resettlement Action Plan (ARAP) for the proposed GSWMP.

According to the Consultant's ToRs, the preparation of a Resettlement Policy Framework (RPF) was one of the mitigations documents that the Consultant would have considered in order to tackle the involuntary resettlement issues. The ToRs of the Consultant stated "The consultant will prepare, in accordance with the Bank guidelines, a Resettlement Policy Framework (RPF) and/or a Resettlement Action Plan (RAP)". However, the RPF, as a tool, was not perceived to be an appropriate tool given the considerably high level of details available on the project and the potentially affected persons and the clarity about the type and scale of impact. According to the World Bank OP 4.12 on Involuntary Resettlement, RPF is prepared when the extent and location of resettlement and/or land acquisition cannot be known at appraisal (e.g. in projects with multiple components and unclear/undefined scope of activities). RPF should include information on how subsequent RAPs are developed both with regard to substance and process. The RPF also should estimate, to the extent feasible, the total population to be displaced and the overall resettlement costs. However, in case of GSWMP, the involuntary resettlement impacts on livelihoods of waste pickers and on land property of land owners was possible to be tracked since the project location and activities and their impacts on the potentially affected persons was clear during the preparation of the ESIA. Thus the RAPs/ARAPs as part of the ESIA were perceived to be the more appropriate tool that will be ready for practical application during the project execution.

2. About the Abbreviated Resettlement Action Plan (ARAP)

The southern part of Gaza Solid Waste Management Project includes the development and construction of a landfill site in El-Fukhary .In compliance with the Bank's Operational Policy 4.12, the following Abbreviated Resettlement Plan (ARAP) shall be implemented ensuring a fair economic compensation to the affected waste pickers through a consultative and mutually agreeable process. This ARAP relates to the waste pickers of this part of the projectl was a requirement for both AFD and the WB as part of the WB OP 4.12. This Abbreviated Resettlement Plan covers the following elements:

- (a) A census survey of displaced persons and valuation of assets;
- (b) Description of compensation and other resettlement assistance to be provided;
- (c) Institutional arrangements and consultations with affected people about acceptable alternatives;
- (d) Existing legal and policy framework;
- (e) Institutional responsibility for implementation and procedures for grievance redress;
- (f) Arrangements for monitoring and implementation; and

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

(g) A timetable and budget.

3. ARAP Preparation

Several steps have been made to study and follow up the issues of the affected people resulting from implementing the ARAP. In the preparation phase of the project, a wide public consultation process was conducted by the ESIA Consultant. The scoping phase also involved several visits to El-Fukhary landfill site and associated temporary waste storage sites and informal interviews with waste pickers in the site. As part of preparing the ARAP, a structured inventory survey was conducted for the waste pickers working in El-Fukhary site. Moreover, consultation with several key informants and representatives of international agencies were conducted to investigate potential intervention that can help in mitigating the impacts of project on the livelihoods of the waste pickers and the possibility for integrating them in running project by these agencies in order to enable them and their families to cope with the predicted negative impacts for preventing these groups from accessing to their sources of income.

The applied questionnaire for the inventory survey is attached in Annex 1

4. Census Survey and Valuation of Assets

The consultation activities conducted as part of the ESIA and the ARAP showed that the majority of those working in the final disposal site are working exhaustively in waste picking activities. It is expected that security system will be established to control the landfill for safety purposes. Access to the facility will be restricted to licensed operators and the number of informal waste pickers currently benefiting from the sites will not be allowed to have access to recyclables as it is currently the case. The restriction of informal workers activities in the area is expected to start during the construction phase as well. Restricting these groups who are currently entering freely from reaching the landfill will result in significant negative impact on these groups' source of livelihoods. The field work clearly revealed that the informal sector groups, particularly those who are working in an exhaustive mode, cannot tolerate negative impacts on their sole source of income. Affecting the livelihoods of these groups will not merely result in increased level of poverty and vulnerability, but might have unpredictable and serious social implications including violent reactions. Due to their low level of education and skills base, they will be unlikely qualified to acquire alternative source of livelihoods. The implications of this situation could be reflected on one or more of these manifestations:

- Family impoverishment and high risk of deprivation from food and other basic needs.
- Vulnerable groups like women and children are more exposed to the negative implications of restricted access to food, education and health services as a result of limited family income.
- Social unrest and violence might appear as reactions from the affected groups

As indicted from the attached survey questionnaire, the following are the key issues covered by the inventory survey of waste pickers for the preparation of the ARAP:

- Name , basic and contacting information of the waste picker
- Mode of work in the disposal site (full time versus part time)
- Role in the family and if the waste picker is the main bread winner

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

- Other occupations and skills base of the waste picker
- Alternatives that they suggest after being restricted from recovering recyclables informally
- The responsible agencies, from the waste pickers' point of view, that should assist in providing alternatives

Annex 3 of the ARAP presents the data sheets results of the inventory survey and below are the key findings from the survey and the discussion with El-Fukhary waste pickers:

- The average age of the waste pickers ranges from 14 years old to 65 years old
- Only 3 of the waste pickers are below 16 years old and 3 are above 60, one of those above 60 years old is a lady
- The educational status of the waste pickers range from illiterate to graduates from high schools.
- Waste pickers below 16 attend schools and work in the site during school holidays and in the weekends
- Almost all the waste pickers are contributing to the family income including the children below 16.
- The number of years that the waste pickers spent working in the site ranges from 1 year to 15 years.
- Only 8 waste pickers are the main and only bread winner for the family
- When asked about the average daily income from their work in the site, the answers ranged from NIS 15 /day to NIS 60/ day depending on the number of working hours and the number of years of experience of the waste picker.
- 10 of the waste pickers defined their work mode as “full time”.
- With the exception of the children below 16, all waste pickers were clear in defining the main fields for spending their income from the recyclables selling. They were specific in mentioning food, medicine and clothes. Waste pickers below 16 years mentioned that they contribute to the family income, in general.
- When asked about the potential damage (impact) from restricting them from using the disposal site, 14 of the waste pickers mentioned that they will suffer from full loss of income.
- The alternatives that the waste pickers suggested for jobs included a variety of options as a first preference. All these options were far from the work in recyclables. This included, raising livestock, driving or working in mechanical workshops.
- All waste pickers, including the lady, showed readiness to work as official employees in the landfill or the associated sorting or composting facilities. They wish that the employment is a full time, well- paid and secured jobs.

It worth noting that the ESIA has also covered the waste pickers working in the transfer stations and the illegal disposal sites. Mitigation measures to mitigate the potential negative impacts on these groups have been elaborated in the ESIA. It was agreed during the course of preparation of the ESIA that these groups working in the transfer station will be considered

5. Description of compensation and other resettlement assistance to be provided

Abbreviated Resettlement Action Plan (ARAP) Waste Pickers, El-Fukhary Landfill

The analysis conducted as part of the ESIA showed that the most sustainable and appropriate compensation scheme is to provide the waste pickers with sustainable source of income that would compensate for their loss of income.

The ESIA presented various scenarios for dealing with waste pickers, not only in El-Fukhary but also those currently operating in the Johr al Deek landfill and the temporary waste storage sites. A separate ARAP for waste picker in Jaohr al Deek disposal site was prepared. These measures included short and long term measures.

Within the short term measures, an integration scenario for the waste pickers within the formal SWM system was proposed. This scenario suggested the provision of transitional assistance including monetary and capacity building programmes. This can be provided during the construction phase as waste pickers will not be allowed to access the landfill area. It will be early then to integrate them in the landfill as construction will increase the hazard. After the transition period, the integration process of the waste pickers should start including the provision of formal secured job opportunities within the SWM sector of both the municipalities/JSC and the other service operators including UNRWA, COOPI and JCP. The integration scenario of the informal sector involves structured interventions to ensure minimizing of the negative impacts of cutting the income of these groups through working to integrate the individuals who are capable to maintain work in waste sorting and recycling within the formal system. In all cases, it is predicted that the integration measures can not coincide with the restriction of the informal waste pickers from accessing to the sites. This mainly returns to the fact that they will be restricted from reaching the sites before the construction phase starts. As explained above, this raises the need for transition measures to be considered to these groups with the main objective of preparing them for the integration into the system through building their capacity and providing temporary cash and in-kind assistance on case-by-case basis.

The Consultant assumes that the restriction of waste pickers from access to El-Fukhary landfill site will be made within the short term measures and will continue during the operation of the short term, construction of the long term components and operation of the long term components. It is, thus, believed that the integration scenario might not be the appropriate option to El-Fukhary waste pickers unless if they have been integrated in other formal SWM systems and work in other places outside the landfill. The following are the key justifications for not considering this scenario with El-Fukhary waste pickers:

- The transition period until they can be integrated into the official system after the operation of the landfill and the composting plant (the only facility that can accommodate their input) will be very long
- It is not feasible economically and not recommended from a social point of view to allow El-Fukhary waste pickers to benefit from transition assistance for long years until they are officially integrated into the system. This is also threatening to create a sense of dependence among these individuals and their families.
- They all showed flexibility to start different kind of business as long as capital cost (if applicable) and skills are available.

Accordingly, the Consultant recommends considering the integration scenario with the waste pickers in the TSs and consider Scenario (B) The non-integration scenario with El-Fukhary waste pickers.

Scenario (B) The non-integration scenario (recommended for El-Fukhary waste pickers)

Empowering the affected groups and their families could be attained by allowing them to benefit from running donors and national programmes in order to minimize the negative impacts on them and help in empowering them. This scenario should start during the construction period as waste pickers will be prohibited to access the landfill. To prepared the ARAP and the ESIA, the Consultant has conducted a number of consultative meetings with several national NGOs that are involved in implementing emergency and development projects in Gaza. MA'AN¹ is one the interviewed organization that runs wide range of project targeting vulnerable communities. Family centers program is run by UNICEF and GIZ in Gaza strip through National NGOs such as MA'AN and big number of CBOs that are spread all over Gaza Strip.

The consulted organizations/programmes also included the “Deprived families Economic Empowerment Program” (DEEP)² which can help eligible families, especially those with working children in establishing businesses by making small soft loans available.

About “Deprived families Economic Empowerment Program” (DEEP)³ :

- The project proposals for this program are provided through local NGOs (no direct contact with the beneficiaries)
- Each project contains many activities (capacity building, upgrading , in addition to the grant)
- The project cover many sectors : agricultural, commercial, industrial.....etc)
- The budget of each individual project is not limited , and should be part of the proposal prepared by the NGOs
- The maximum budget covered for micro grant was up to USD **7000**.

Additionally, other organizations could be offering supportive assistance to the families of the affected waste pickers. This includes:

- **UNICEF:** can help in reintegrating children who dropped from schools and facilitate the families' access to health care and nutrition programmes.

¹ MA'AN Development Center is an independent Palestinian development and training institution established in January,1989, registered by law as a non-profit organization. MA'AN's work is informed by the necessity of creating independent, self-reliant initiatives that lead to the development of human resources for sustainable development, which incorporate values of self-sufficiency and self-empowerment.

² The United Nations has launched The Deprived families Economic Empowerment Program (DEEP). DEEP is working with local NGOs and Microfinance Institutions (MFIs) to provide a comprehensive package of financial and non-financial services to meet the needs of the poor and very poor families in Palestine . It hopes to thereby transform chronic and hard hit poor families from being economically dependent, to independent providers of income.

³ According to Mr.Rafiq Madhoun, DEEP Project Team Leader in Gaza- UNDP ,

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

- **Tdh (Terre des hommes) organization:** is planning for new project that target children labor to reintegrate them in the schools and societies. Their office in Gaza was also consulted to investigate potentialities to target the labor children from El-Fukhary location.
- Additionally, **the national Social Safety Net Program through the Ministry of Social Affairs** may assist in including eligible households in their programs particularly the needy cases with permanent disabilities.

Benefits from these running programmes include the following:

- Capacity development programmes in various areas like vocational training programmes or other fields should. This could be considered either directly for the waste picker or other individuals within their families.
- Facilitate access of the waste pickers individuals and their families particularly women to micro-grants and sources of finance for improving livelihoods. Of the important fields/micro projects mentioned by large number of the interviewed waste pickers are livestock and poultry breeding projects, opening groceries, fruit and vegetables shops and driving. It is strongly recommended that the financing agency for the micro-grant help the beneficiary in selecting the type of project that meets his/her and the markets' needs.

The set of mitigation measures is not a uniform one model that should apply to all sub- groups within waste pickers. For instance, the affected children below 16 years old who dropped from the formal education system should be integrated into schools or any alternative education system and further assistance should be provided to their families to help them in reaching sustainable source of income.

6. Institutional responsibility for implementation and procedures for grievance redress

The ESIA set institutional mechanisms to implement the ARAP in line with the OP 4.12, consider the interests of PAPs and ensure they are fairly consulted and engaged positively in the process, not merely as a negative receipt of assistance but rather as active participants with full engagement in the process.

Efficient implementation for the social management plan including the ARAP should involve tailored efforts for maximizing the positive social impacts and ensuring that they are reaching the local communities and minimizing the negative impacts that may hit the poor and vulnerable groups. The potentially-affected groups particularly waste pickers should be consulted along the process in order to ensure that their views are considered and that suitable measures are in place to eliminate the severity of negative impacts. It was, thus, recommended to appoint a Social Development Officer (SDO) within the PMU. Among other responsibilities, the key tasks for the SDO include:

- Establish dialogue with project affected groups, including local communities in the TS and landfills sites, landowners and waste pickers and ensure the project is implemented in a socially sensitive manner that consider the interests of these groups.

**Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill**

- Facilitate the formation of various community based mechanisms including community-based monitoring committee and social committee as part of implantation of the ARAP.
- Close facilitation for the execution of the ARAP and ensuring that compensations are reaching the PAPs.
- Maintain databases and efficient records for the PAPs as part of the ARAP
- Maintain database and efficient records of the waste pickers and work to integrate them in the various programmes and interventions to minimize the potential negative impact on them.

The following table provides an overview of the institutional responsibilities for implementation the Resettlement Action Plan of waste pickers in El-Fukhary. It should be noted that the SDO, as a representative for the PMU, has a crosscutting role in various stages by leading the actions and facilitating the coordination among various actors and maintaining good and strong connections between the PAPs and the various organizations.

Table 1: Institutional Responsibilities for Implementation the Resettlement Action Plan of Waste Pickers in El-Fukhary:

Implementation Stages	Agency	Responsibilities
Project Preparation	Municipal Development and Lending Fund (MDLF)	<ol style="list-style-type: none"> 1. Disclose lists of ARAP 2. Assist in securing the necessary financial resources for compensation
	JSC – Rafah	<ol style="list-style-type: none"> 1. Formation of the Social Committee 2. Recruit a NGO/consulting firm that plans and facilitates the waste pickers livelihood support packages 3. Identification all affected persons, advising them of their rights, 4. Disclose locally the ARAP to affected persons, 5. Follow-up all matters of public and NGO/consulting firm concern with regard to any complaints that may arise during the implementation process. 6. Direct contacts with affected persons either individually or in groups.
	International agencies	<ol style="list-style-type: none"> 1. Allocate the needed resources for compensation
Negotiations	JSC- Rafah	<ol style="list-style-type: none"> 1. Explore potential funds and programs provided by the International agencies as part of the compensation package to waste pickers. 2. Conduct consultation meetings with the project affected people at the old disposal site, inform them about the ARAPs and their right to obtain compensations, and explore their priorities and preferences
	Rafa Municipality with assistance	<ol style="list-style-type: none"> 1. Implement ARAP 2. Undertake community liaison (day to day operation)

**Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill**

Implementation Stages	Agency	Responsibilities	
Project Implementation	from PMU	<ol style="list-style-type: none"> 1. Conduct surveys and consultation meetings with waste pickers to inform them about the compensations options, and document the preferences of the waste pickers. Ensure interests of the waste pickers are well represented. 2. Coordination with the management of the regional landfill negotiate employment or contract opportunities for individual or association of adult waste pickers, even in other sites (in case this solution is applicable and preferred by any group of waste pickers) 3. Coordination with NGOs or private firms to arrange employment or contract opportunities for individual or associations of adult waste pickers 4. Coordinate with international organizations and NGOs. 5. Liaise with WB to reflect ARAP implementation progress. 	
	Social Committee of Gaza		
	Gaza Municipality		Certify compensation agreements and transfer funds to PAPs
	Courts		Final say in disputes regarding compensation
	External Monitoring	Ensure compliance with funding agreements	

7. Grievance

Waste pickers at El-Fukhary site do not have any legal right on the basis of which they can bring a claim for compensation for loss of income before a court. That does not mean that they cannot try to do so, but it is unlikely that a court will be able to assist them. Therefore local mechanisms should be activated in order to assist the PAPs in sharing their complaints and grievance and ensure that they are fairly handled. It is strongly recommended that a Social Committee (SC) has to be established under JSC- Rafah to hear any concerns/ disputes with waste pickers. JSC- Rafah should work to ensure the establishment of close channels between the waste pickers and the social committee with assistance from the SDO in the PMU.

Efficient reporting mechanism must be established to allow the waste pickers to report their situation to the JSC- Rafah , Social Committee and the Bank. The mechanism should include proper and appropriate form, communication schemes and proper monitoring approach to ensure the consideration of all received claims.

JSC- Rafah with assistance form the PMU, namely the SDO, will mandate and empower the Social Committee to carry-out further stakeholder consultations with the waste pickers to arrive at mutually agreed grievance measures and implementation mechanisms. JSC- Rafah will commit to be bound by the decisions of the Social Committee and to implement the measures agreed by the Social

Abbreviated Resettlement Action Plan (ARAP) Waste Pickers, El-Fukhary Landfill

Committee through a process that will be formulated by the PMU and the Social Committee, discussed and accepted by the World Bank and it will commit to enforce the measures decided by the Social Committee to reach an outcome that is described in this ARAP using the resources set aside for this purpose under the Project. JSC- Rafah will ensure that sufficient resources are made available to implement the measures, and agree to increase the amounts currently calculated if the Bank considers this necessary. JSC- Rafah should also be responsible for mobilizing external resources including other programmes to contribute in creating alternative livelihoods for the waste pickers.

Indispensably, the SC has a critical role to play especially in the implementation of the action plan of the social mitigation measures. Accordingly, the following are the salient recommended roles for the SC to perform:

- 1- Active involvement in developing the implementation action plan for the mitigation measures
- 2- Marketing the implementation plan to the stakeholders from the public, NGOs and private sectors
- 3- Leading the internal negotiations with Gaza Municipality to take a compelling decision delineating the responsibilities of Gaza Municipality members in implementing the mitigation measures including but not limited to the employment opportunities for those of individual formal employment option, incases where this is applicable.
- 4- SC has a key role to play in negotiating the private sector contractors about its role in hiring a number of waste pickers inside or outside the landfill as well as the work contracts and the conditions it includes
- 5- Taking part in developing and implementing the monitoring plan is essential role for SC in the successful implementation of the mitigation measures
- 6- One of the most important duties that can be/should be delegated to the SC is to manage grievances, complaints and potential conflicts that may appear.

8. Arrangements for monitoring and implementation

Monitoring and Evaluation (M&E) are key components of the ARAP. M&E have the following objectives:

- Monitoring of specific situations or difficulties arising from implementation and of the compliance of implementation with objectives and methods set out in the ARAP
- To verify that project activities have been effectively completed with respect to quantity, quality and timeliness including the various activities related to compensating the PAPs
- Evaluation of medium and long-term impacts of resettlement on affected households' livelihood, environment, local capacities and economic development.

In carrying out all activities related to M&E, consideration will be given to the vulnerability issues. The different vulnerable groups among the PAPs should be consulted during the monitoring process in order to ensure that their concerns are fairly dealt with. Regular monitoring of the ARAP implementation will be conducted internally, by the PMU in full coordination with JSC, as well as externally by an independent monitoring agency that should be contracted by the PMU.

Four forms of ARAP monitoring are foreseen:

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

- ***Internal Monitoring:*** The JSC-Rafah in full coordination with the PMU will undertake internal monitoring of ARAP implementation. They will monitor the progress of ARAP implementation against predetermined performance targets, and facilitate the work of the external and independent monitors through effective record keeping and the preparation of periodic Project Progress Reports. The Municipalities will provide early warning of ARAP-related project difficulties and concerns and will ensure that PAPs concerns are adequately addressed by the project. They will jointly ensure that development assistance and the associated grant payments are made to the correct individuals in accordance with the compensation agreements.
- ***External Consultancy:*** An NGO/consulting firm will be contracted by the PMU to support the detailed design and implementation of the various proposed schemes and measures mentioned above or any additional acceptable schemes that would ensure proper treatment of the PAPs. The NGO /consulting firm will also be responsible for periodical reporting on progress and challenges facing implementation.
- ***Bank monitoring:*** Bank supervision missions will regularly and systematically review the progress of ARAP implementation and reference their findings in aide-memoirs.
- ***Independent mid-Term/End of Project Evaluation:*** An independent review of implementation progress and any problems will be commissioned prior to mid-term review and discussed at it. This review will undertake field visits and will hold consultations with PAPs in order to determine their experiences, document problems, solutions and any unresolved issues, with recommendations. Action taken on this review shall constitute a component of the project Implementation Completion Report, as required by Bank procedures. The Bank does not consider a project fully complete until satisfactory ARAP outcomes are registered.

9. Proposed Measures for Solid Waste Pickers

The findings of the survey conducted as part of the preparation of the ARAP came up with a list of alternative measures that have been identified by the interviewed waste. Following is brief description of their view on alternatives and the type of support they wish to receive:

1. **13 waste pickers** out of the 18 expressed their preference to receive financial support to establish their own business which most of them have the experience in. **4 of the interviewed waste pickers** were interested in establish livestock (poultry or sheep) farm with average initial cost of about 6000 JD (USD 8500) according to their estimation. This can reflect the actual estimation as such project needs construction and the cost of the livestock resources. **2 of the interviewed waste pickers** were interested in having a Taxi. According to their estimation, an average coat can exceed 10000 US\$. **The remaining 6 cases** were interested in have their own private small commercial activities. They asked for varied type of activities ranging from small grocery to frozen meat shop. Their estimated costs varied from USD 7000 to USD 13000.

Logic scheme calls for setting unified compensation value that can be given to all of them pooled average of around USD 10000 per waste pickers can be satisfactory for all of them. This however, should be joined with technical and capacity building support to ensure the efficient

Abbreviated Resettlement Action Plan (ARAP) ***Waste Pickers, El-Fukhary Landfill***

and sustainable allocation of the fund and maximize the potential negative impact on the livelihoods of the waste pickers and their families.

2. **Three of the remaining five cases are children** who were also interested in establishment of a business for their families. The remaining two cases were not interested in any private enterprises. They wished to be employed by the project and to earn fixed term salary.
3. **As a second choice** and in case no compensation was provided by other projects to fulfill the ideas above, the interviewed waste pickers expressed interest to work in fixed term full time job in El-Fukhary landfill. They were also ready to work in separation/ waste sorting activities. The three elderly cases were not interested in being employed. This is also applicable on the three children who can not be included in any employments related to SWM at this stage. The total number that can be employed or integrated in SWM related jobs is 12 waste pickers. According to the waste pickers' estimation, the average monthly wage should range between USD 400 and USD 500 monthly. It worth noting that in cases of the integration in official SWM jobs is considered for these groups, the wages will be provided either by the municipality that operate the service or by other service providers. In this case, the provided wages can not be considered as a compensation plan.
4. The compensation schemes have to consider the cost for transition period when waste pickers are not allowed to access the landfill and before they receive any compensations or before their projects start to be productive.
5. The families of the three children must also be targeted. The job can be provided to an unemployed adult in the family. Moreover, the working children in the disposal site should be integrated in the schools again. MAAN center through one of the three family centers in Rafah can provide the needed help to those children as explained above.

10. Timetable and budget

The expenses involved in this ARAP are the costs planned for the implementation of programs to create alternative economic opportunities for the affected waste pickers and their families as a kind of compensation for these vulnerable households. It worth noting that the project will not avail allocations for implementing these program but will rather assist in connecting PAPs with running projects as explained above. The allocation below in Table 2 could be provided by several projects and it will be the responsibility of the PMU and the SC to ensure that they are assisting the affected waste pickers in finding an institution that can secure funds for assisting the waste pickers.

Neither the list of organizations mentioned above nor the types of projects identified by the waste pickers are fixed and static lists. The ARAP should adapt a dynamic approach that can accommodate any potential change in the available and interested organizations to assist the waste pickers and also the changes in the waste pickers interests and conditions over the time and until the actual implementation of the ARAP. It should also be flexible to accommodate the various preferences and the differences in aspirations among the PAPs. In addition to the compensation that involves capital investment, additional efforts should take place for reintegration waste pickers in the societies. This is particularly true in the case of children who dropped from schools in order to assist in the livelihoods for their families. They should be reintegrated into schools and their families should be empowered economically.

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

Table 2: Summary of the expected budget needed for the implementation of the ARAP

Number of families	Intervention	Cost per family	Total Costs	Notes
18	Initial cost for micro grants for the PAPs to start small business	10,000	180,000	Including the families of the 3 children
18	Monthly salary of 450 US\$ for 6 months transition period	2,700	48,600	
TOTAL			228,600	

Regarding the time plan for the implementation of the ARAP, the following should be carefully considered:

- It is strongly recommended to start setting executive plan for the resettlement issue before the actual execution of works and the restriction of PAPs access to the current disposal sites.
- The monitoring of the process should start with the implementation of the resettlement programme and last along the process. The SDO is expected to play an important role in overseeing, supervising and providing guidance to the municipality and the compensation committee. This internal monitoring role is expected to be expanded along the project duration.
- External monitoring and/or resettlement audit should also be considered during the resettlement cycle. It is recommended that an external Consultant should be hired for this purpose. This Consultant may cover also the resettlement aspects related to the land acquisition for the landfill location. This has been considered in the budget for the ARAP for land owners.

Annex 1: Waste pickers Questionnaire

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

21. Work season (mention the season) From To
22. Days off (mention)
23. Average daily income during working days (ask about the highest days and the lowest days in terms of income and the average percentage of them to calculate the average)
-
-
-
-
24. Key areas of expenditure (spending the earned money)
-
-
-

Background about the other activities of the PAP and their role in the family economics

In case the PAP is working in waste picking in part-time, please ask the following questions

25. Do you have other work/job
- Yes ()
- No ()
26. What is this work?
-
-
27. What is your average daily income from this work?
28. With assistance from the PAP, the surveyor should estimate calculate the average income that the PAP is gaining from this job against what is gained from waste picking activities to calculate the share of contribution of every work in the family income.
-
-
-
-

Alternatives and suggestions in case the PAP is not able to reach his waste picking work in the future

The surveyor should briefly present the project and explain the restrictions that could be imposed on random access to the site and the possibility of affecting the PAP's livelihoods

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

29. What kind of impact are you anticipating on you and your family with the project implementation?

.....
.....

30. What are the work alternative that you can consider?

.....
.....
.....

31. Do you have the requirement to start these kind of activities (capital investment- market- skills ...etc) please elaborate

.....
.....
.....

32. What are the requirements in order for you to start this business (the cost of these requirements could also be asked)

.....
.....
.....

33. Who, in your view, should be providing these requirements (alternatives)

.....
.....

34. If providing this alternative is not possible, what other alternatives are you suggesting?

.....
.....
.....

35. In case of establishing a sorting and/ or a composting station, do you agree on working as part of the crew for these stations? What are the contractual conditions that you will ask for? And what is the monthly income that you are expecting?

.....
.....
.....

36. Surveyors observation, assessment for the severity of the impact and justifications for this assessment

.....
.....

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

.....

Summary of alternatives			
Capital investment	Average cost	Capacity building and training	Average cost

Abbreviated Resettlement Action Plan (ARAP)
Waste Pickers, El-Fukhary Landfill

Appendix 2: List of Waste pickers in El-Fukhary landfill

	NAME	AGE	Family size	Average Daily Income (NIS)	Education
1	Suleiman Atwa Oweidh Abu Snema	65	6	25	Illiterate
2	Bassam Ismail Faramawi	25	4	30-40	Primary school
3	Sabah Youssef Ayad Faramawi	65	2	20-30	illiterate
4	Nur al-Din Ismail Juma Abu Snema	30	Single	30-40	Sixth primary
5	Saad al-Din Ismail Juma Abu Snema	33	Single	50-60	High School
6	Emad Mohammed Ahmed al-Najjar	16	Single	40-50	Preparatory school
7	Zuhair Jawdat Ahmed Al-Najjar	14	Single	10-15	Sixth primary
8	Ahmed Suleiman Mahmoud al-Najjar	14	Single	10-15	Third preparatory
9	Fawzi Ibrahim Najjar	18	Single	10-20	Second secondary
10	Osama Abdel-Kader Suleiman Al-Najjar	19	Single	30-35	Second preparative
11	Talaat Abdel-Kader Suleiman Al-Najjar	18	Single	20-30	Fifth primary
12	Amjad Jawdat Ahmad Najjar	20	Single	30-35	Second secondary
13	Adham Jawdat Ahmed al-Najjar	24	Single	30-40	High School
14	Mohamed Suleiman Mahmoud al-Najjar	23	Single	30-40	First secondary
15	Fadi Ibrahim Suleiman al-Najjar	24	Single	30-35	High School
16	Braa Ibrahim Suleiman al-Najjar	27	2	30-40	High School
17	Suleiman Mahmoud Suleiman al-Najjar	61	6	40	First preparatory
18	Jawdat Ahmed Suleiman AL-Najjar	44	7	40-50	Illiterate

Annex 3

**The full Data Sheets Results of The Waste Pickers Inventory Survey for all GS
including transfer stations**